

## NCWorks Apprenticeship

Companies in all sectors of the American economy are facing complex workforce challenges in increasingly competitive domestic and global markets. Registered Apprenticeship is your proven solution for recruiting, training, and retaining world-class talent.

## America's Growing Talent Gap

American industry is the foundation of our country's economic competitiveness and prosperity. The challenge? Significant talent shortages and skill gaps are slowing companies' efforts to expand, innovate, and thrive. Among these challenges:

- An aging workforce of highly-skilled and experienced workers
- Attracting new and more diverse talent pools
- Closing gaps in workers' skills and credentials
- Investing in talent that can keep pace with the latest industry advances
- Implementing workforce training models that effectively develop and "up-skill"

*"As our apprenticeship program nears the 75-year anniversary milestone, it remains a critical part of our U.S. workforce development efforts, our operational requirements, and our training strategy for meeting future business needs." — Steve Majer, Human Resources Manager, Ford Motor Company*

These workforce challenges undermine your productivity and profitability. The good news? There is a proven solution to meet your talent challenges: Registered Apprenticeship. It can be integrated into your organization's current training and human resource development strategy. Invest today!

# Apprenticeship is good for business

-  Helps recruit and develop a highly skilled workforce
-  Improves productivity and the bottom line
-  Provides opportunities for tax credits and employee tuition benefits in some states
-  Reduces turnover costs & increases employee retention
-  Creates industry-driven and flexible training solutions to meet national and local needs

**4** **FACTS** about  
Registered Apprenticeships



### Employer Involvement

Employers are the foundation of every Registered Apprenticeship program.



### Structured On-the-Job Training

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



### Related Training and Instruction

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, or apprenticeship training schools – or provided on-line or at the job site.



### Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills.



### National Occupational Credential

Registered Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

## Building a Workforce through Apprenticeships Panel

### Moderator

#### **Dr. Pamela Howze, Department of Commerce, Division of Workforce Solutions**

Dr. Pamela Howze earned a BS Degree from Western Carolina University, an MS Degree from Troy State University, and a Doctorate of Education in Adult and Community College Education at N.C. State University. She began her career as a U.S. Army Officer and served for seven years both on active duty and in the S.C. National Guard. She began her community college career in 1990 and taught in both the N.C. and S.C. systems for over 20 years, mostly in corporate and continuing education with business and industry. She left to work in private industry in advanced manufacturing as a Work Force Development Professional for five years. She now serves as the statewide Director of Work Based Learning, Business and Veterans Services for the N.C. Department of Commerce/NCWorks and is responsible for the apprenticeship, business services, and Veterans initiatives.

### Panelists

#### **Walter Siegenthaler, Max Daetwyler**

Walter Siegenthaler is the Executive Vice President of Max Daetwyler Corporation in Huntersville, NC. Walter completed the Mechanical Engineering Apprenticeship and began working as a machinist at Daetwyler in Switzerland in 1970. Walter moved to the United States in 1975 to support sales of Doctor Blades for the printing industry. Walter's career milestones have included working as service manager, leading the ISO certification process for Daetwyler, and start-up of the Daetwyler Micro Waterjet Division. Walter has been actively involved in the Apprenticeship 2000 program and is a member of the NC Apprenticeship Council since 2006. He served as the Chairman of the Council from 2006 to 2016. In 2015, NC Governor Pat McCrory appointed Walter to the NCWorks Commission to represent Apprenticeships.

#### **Tammy Simmons, Machine Specialties, Inc.**

Tammy Simmons is Vice President of Marketing & Culture at Machine Specialties, Inc. (MSI) in Greensboro NC, a producer of machined parts for the Aerospace, Medical, Military, Commercial, and Energy Industries. MSI has parts on the Mars Rover, the space station, and multiple aircraft programs. They also manufacture surgical replacement parts. Tammy has been instrumental in designing and implementing Guilford Apprenticeship Partners (GAP) in Guilford County, NC. She uses apprenticeships in her business to hire and train for highly skilled, advanced manufacturing positions.

#### **Korey Coon, Caterpillar Inc.**

In December 2015, Korey became the General Manager for Mini Excavators & Small Track Type Tractors (bulldozers) for Caterpillar, Inc. His responsibilities include end-to-end accountability for MHE & STTT design, manufacturing and commercial activities and the Athens, Georgia & Wujiang, China facilities and Building Construction Products (BCP) Japan operations. Previously, Korey was the Human Resources Director for one of Caterpillar's machine divisions - BCP headquartered in Cary, North Carolina. Responsibilities included talent acquisition, learning & development, succession planning, total rewards, environmental, health, & safety, employee engagement, communications, and all other major people initiatives for the division.